

# United States Senate

WASHINGTON, DC 20510

April 29, 2005

Senator Kit Bond

Chairman

Subcommittee on Transportation, Treasury,  
the Judiciary, and Housing and Urban Development Appropriations  
133 Dirksen Senate Office Building  
Washington, DC 20510

Senator Patty Murray

Ranking Member

Subcommittee on Transportation, Treasury,  
the Judiciary, and Housing and Urban Development Appropriations  
133 Dirksen Senate Office Building  
Washington, DC 20510

Dear Chairman Bond and Ranking Member Murray:

As the appropriations process begins, we are writing to express our continued support for pay parity between the federal civilian workforce and members of the uniformed services. We urge the subcommittee to recognize the important work and dedication of the civilian federal workforce by ensuring the rate of increase in the compensation of federal civilian employees is equal to that provided for the military.

The fiscal year 2005 omnibus appropriations act provided a salary adjustment for the federal civil service equal to that provided for members of the uniformed services. Congress has demonstrated its commitment to the principle of pay parity by providing for equal pay adjustments in 18 of the last 20 years. Disparate treatment of federal civilian and military pay would go against this longstanding congressional policy of ensuring pay parity for all those who have chosen to serve our nation, whether that service be in the civilian workforce or in the uniformed services.

Over the next two years, it is estimated that the federal government will need to hire more than 250,000 employees both to replace highly experienced workers across government who will retire or resign and to carry out new mission responsibilities. Given the vital importance of the many missions the government carries out on behalf of the nation, and changing demographics in the national labor force, the new hires must be highly skilled, diverse, and motivated to perform public service. Without competitive salaries, the federal government's ability to recruit and retain an effective workforce capable of meeting these challenges will be limited.

We urge you to recognize the contributions of the federal workforce as a whole by providing an equitable increase in pay. Thank you for your consideration of this request.

Sincerely,

Arthur Collins

Paul S. Sarbanes

John Z. Sauer

Robert A. Michael

George Allen

J. L. L. L.

Daniel F. Skata

Jack Durbin

Frank R. Lautenberg

James Johnson

Mark Dayton

Olympia Snowe